

Nicholas Michael Swim

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EDUCATION

- Ph.D. University of Louisville** **Anticipated Graduation: May 2022**
Educational Leadership and Organizational Development (ELOD)
Specialization: Sport Administration
Advisor: Mary Hums, Ph.D.
- M.S. Ball State University** **August 2019**
Sport Administration
Advisor: Khirey Walker, Ph.D.
Thesis: *Perceptions of female student-athletes self-efficacy to pursue collegiate coaching*
- B.S. Castleton University** **May 2016**
Business Administration
Major: Management
Minor: Statistics

ACADEMIC APPOINTMENTS

- University of Louisville**
Clinical Instructor August 2021- Present
Graduate Teaching and Research Assistant August 2019-July 2021
College of Education, Department of Health & Sport Sciences
- Ball State University**
Graduate Teaching and Research Assistant August 2017- July 2019
College of Health, School of Kinesiology

TEACHING

University of Louisville

Instructor of Record

- HSS 138: Basketball
 - In-Person: Fall 2019
- HSS 138: Basketball
 - In-Person: Spring 2020
- SPAD 281: Principles of Sport Administration
 - Remote: Spring 2021 (*Course Evaluation: Total Score 4.29*)
- SPAD 284: Issues and Ethics in Sport
 - Hybrid: Fall 2020 (*Course Evaluation: Total Score 4.24*)
 - In-Person: Fall 2021
 - In Person: Fall 2021
- SPAD 390: Sport Governance
 - Hybrid: Spring 2021 (*Course Evaluation: Total Score 4.59*)
- SPAD 402: Internships: Undergraduates
 - Distance Ed: Fall 2020 (*Course Evaluation: Total Score 4.61*)
 - Distance Ed: Summer 2021
- SPAD 445: Sports Communication
 - In-Person: Fall 2021
- SPAD 561.01: Special Topics- Digital Development & Technology in Sport
 - In-Person: Fall 2021
- SPAD 561.76: Special Topics- Mega Events Logistics- Kentucky Derby 2020
 - Hybrid: Spring 2020 (*Course Evaluation: Total Score 3.42*)

Teaching Assistant

- SPAD 402.01: Internships (Undergraduate) (Fall 2019, Spring 2020)
- SPAD 561.02: Race & Sport in U.S. (Fall 2020)
- SPAD 561.03: Mega Events Logistics- Kentucky Derby 2021 (Spring 2021)
- SPAD 692.01: Internships (Graduate) (Fall 2019, Spring 2020)

Guest lectures

- SPAD 524.75: Management of Pro Baseball – College Summer Leagues (Spring 2021)
- SPAD 524.75: Industry Interview (Aaron Izaryk: Sanford Mainers GM) (Spring 2021)
- SPAD 524.75: Industry Interview (Dave Bush: Boston Red Sox Pitching Coach) (Spring 2021)
- SPAD 524.75: Industry Interview (Rich Maloney: Ball State Head Coach) (Spring 2021)

- SPAD 281.02: Issues and Ethics in Sport- Mental Health (Spring 2021)
- SPAD 281.01: Issues and Ethics in Sport– Native American Imagery (Spring 2021)
- SPAD 281.01: Issues and Ethics in Sport– Violence in Sport (Spring 2021)
- SPAD 561.02 Race & Sport in U.S.– Athlete Activism (Fall 2020)
- SPAD 561.02: Race & Sport in U.S.– White Supremacy (Fall 2020)
- SPAD 480 Athletics in Higher Ed– Student-Athlete Transfers (Summer 2020; Summer 2021)
- SPAD 480 Athletics in Higher Ed– Student-Athlete Well-Being (Summer 2020; Summer 2021)
- SPAD 382: Sport Management and Leadership– Leading Teams and Organizations (Fall 2019)
- SPAD 390 Sport Governance– US Professional Sport (Fall 2019)
- SPAD 571: Sport Development for Peace– Athlete Activism (Fall 2019)

Ball State University

Instructor of Record

- PFW 103.01: Fitness Walking (Fall 2017, Spring 2018, Fall 2018, Spring 2019)
- PFW 103.02: Fitness Walking (Fall 2017, Spring 2018, Fall 2018, Spring 2019)

Teaching Assistant

- SPTA 290: Revenue Generation (Fall 2017, Spring 2018, Fall 2018)
- SPTA 300: Sport Law (Fall 2018, Spring 2019)
- SPTA 470: International and Comparative Admin. of Sport (Fall 2018, Spring 2019, Summer 2019)

RESEARCH

Peer-Reviewed Publications

1. Wright-Mair, R., Kluch, Y., Turick, R. & **Swim, N.** (In Press). Investigating high impact DEI practices in college athletics. *Journal of Issues in Intercollegiate Athletics*.
2. Siegfried, N., Green, E., **Swim, N.**, Montanaro, A., & Greenwell, T. C. (In Press). An examination of college adaptive sport sponsorship assets and the role of cause-related marketing. *Journal of Issues in Intercollegiate Athletics*.
3. **Swim, N.**, Walker, K., Turick, R., & Judge, L. (2021). The role of coach's gender on coaching self-efficacy for Division III female student-athletes. *Journal of Athlete Development and Experience*, 3(1), 1-20. <https://doi.org/10.25035/jade.03.01.01>

4. Turick, R., Weems, A., **Swim, N.**, Bopp, T., & Singer, J. N. (2021). Who are we honoring? Extending the Ebony & Ivy discussion to include sport facilities. *Journal of Sport Management*, 35(1), 17-29. <https://doi.org/10.1123/jsm.2019-0303>
5. Turick, R., Bopp, T., & **Swim, N.** (2021). "How do I do life?" The challenges of preparing student-athletes for professional roles. *Journal for the Study of Sports and Athletes in Education*, 15(1), 71-94. <https://doi.org/10.1080/19357397.2019.1669367>

Publications

1. **Swim, N.**, Green, E., & Montanaro, A. (2021). An examination of state high school concussion protocols: Investigating consistent inconsistencies. *Concussion Litigation Report*, 9(10).
2. Murfree, J. R., **Swim, N.**, & Police, C. (2020). Youth sport concussion legislation: Nonstandard standards of care. *Sports Litigation Alert*, 17(8). (Reprinted)

Manuscripts Under Review

1. **Swim, N.**, Green, E., Hums, M., Bower, G., & Walker, K. (In Revisions). Is same-gender mentorship important for Division III female student athletes?: An application of the mentor role theory. Target Journal: *Journal of Athlete Development (Special Edition: DIII Athletics)*.
2. **Swim, N.**, Turick, R., Kluch, Y., & Wright-Mair, R. (In Revisions). Navigating the Intersection of COVID-19 and (Re)new(ed) Calls for Racial Justice: A Qualitative Examination of the Experiences of Diversity, Equity, and Inclusion Professionals in College Athletics During A Year of "Social Justice Awakening". Target Journal: *Journal of Intercollegiate Athletics*
3. Shreffler, J., Shreffler, M., Shuck, B., **Swim, N.**, Price, T., O'Brien, D., Orthober, R., & Huecker, M. (In Review). The Association between Work Authenticity and Work Engagement, Perceived Organizational Support, and Stress among Employees in Higher Education. *Higher Education Quarterly*.
4. **Swim, N.**, Cocco, A., Hancock, M. (In Review). Investigating the glass cliff phenomena in NCAA Division I women's basketball. *Journal of Sport Management*.
5. Kluch, Y., Wright-Mair, R., **Swim, N.**, & Turick, R. (In Review). "It's like being on an island by yourself." Barriers to driving diversity, equity, and inclusion efforts in intercollegiate athletics. Target Journal: *Journal of Sport Management*.

Manuscripts in Progress (Organized by Progress toward Completion)

1. **Swim, N.**, Lee, Y., & Hums, M. (In Progress). “Sorry, I’m not from here!”: Female international student-athletes transitions to and from college athletics. Target Journal: *Journal for the Study of Sport and Athletes in Education*.
2. Frederick, E., **Swim, N.**, & Pegoraro, A. (In Progress). An investigation into LeBron James activism: Taking an Instagram perspective. Target Journal: *TBD*
3. Turick, R., Kluch, Y., Wright-Mair, R. & **Swim, N.** (In Progress). Experiences of racially minoritized DEI professionals in college athletics. Target Journal: *Sport in Society*.

Upcoming Conference Presentations

Refereed Conference Presentations

1. **Swim, N.**, Turick, R., Kluch, Y., Wright-Mair, R. (2021, June 3-5). *The summer of racial injustice awakening and COVID-19: Investigating the experiences of diversity, equity, and inclusion (DEI) professionals in college athletics*. Presentation at the North American Society of Sport Management Conference, Virtual Conference.
2. Siegfried, N., Green, E., **Swim, N.**, Montanaro, A., & Greenwell, C. (2021, June 3-5). *An examination of college adaptive sport sponsorship assets and the role of cause-related marketing*. Presentation at the North American Society of Sport Management Conference, Virtual Conference.
3. **Swim, N.**, Lee, Y., & Hums, M. (2021, March 24-26). “Sorry, I’m not from here!”: *Female international student-athletes transitions to and from college athletics*. Presented at the College Sport Research Institute Conference on College Sport, Virtual Conference.
4. Montanaro, A., Siegfried, N., **Swim, N.**, & Green, E. (2021, March 5). *An examination of college adaptive sport sponsorship and the role of cause-related marketing*. Presented at the Spring Research Conference (University of Louisville), Virtual Conference.
5. **Swim, N.**, Green, E., & Montanaro, A. (2021, February 23-26). *An examination of state high school association concussion protocols: Investigating consistent inconsistencies*. Presented at the Sport and Recreational Law Association Conference, Virtual Conference.

6. **Swim, N.**, Cocco, A., & Hancock, M. (2021, February 24-26). *Investigating the glass cliff phenomena in NCAA Division I women's basketball*. Presented at the Applied Sport Management Association Conference, Virtual Conference.
7. Turick, R., **Swim, N.**, Feller, R., & Biermaier, M. (2021, February 8-12). *Training the (Occasional) graders: Preparing graduate students to grade undergraduate sport management work*. Presented at the Commission on Sport Management Accreditation Conference, Virtual Conference.
8. Yannick, K., Wright-Mair, R., **Swim, N.**, & Turick, R. (2020, November 4-6). *"It's like being on an island": Barriers to effective diversity, equity, & inclusion work in NCAA athletics*. Presented at the National American Society for the Sociology of Sport Conference, Virtual Conference.
9. **Swim, N.**, Walker, K., & Turick, R. (2020, May 27-30). *Perceptions of Division III female student-athletes self-efficacy to pursue collegiate coaching*. Poster presentation at the North American Society of Sport Management Conference, Virtual Conference.
10. **Swim, N.**, Murfree, J. R., & Police, C. (2020, March 4-7). *Youth sport concussion legislation: Nonstandard standards of care*. Presented at the Sport and Recreational Law Association Conference, Louisville, KY.
11. **Swim, N.** (2020, February 27-28). *Can we solve the gender gap of leadership in college athletics?* Poster presentation at the Graduate Student Regional Conference, Louisville, KY.
12. Turick, R., Feller, R., & **Swim, N.** (2020, February 27-29). *Set up to fail: Coaching, race, and the glass cliff in college football*. Presented at the Applied Sport Management Association Conference, Waco, TX.
13. **Swim, N.**, Turick, R., & Weems, A. (2019, April 3-5). *Worthy of recognition? An examination of sport facilities named after individuals with racist pasts*. Presented at the College Sport Research Institute Conference on College Sport, Columbia, SC.
14. Turick, R. & **Swim, N.** (2019, April 3-5). *"We get bad jobs and no time to fix them": A Glass Cliff Examination of Black Coaching Hires in Division I Football*. Presented at the College Sport Research Institute Conference on College Sport, Columbia, SC.

15. **Swim, N.**, Turick, R., & Walker, K. (2019, April 1). *Are college baseball coaches late to the social media era?* Poster presented at the Indy Sport Business Conference, Indianapolis, IN.
16. Manwell, A., Sullivan, M., Stoffer, G., & **Swim, N.** (2018, April 12-14). *CSRI Case Study Competition: Safe Sport*. Presented at the College Sport Research Institute Conference on College Sport, Columbia, SC.
17. **Swim, N.**, Wanless, E., & Judge, L. W. (2018, April 12-14). *Accessible golf courses: Web-based accommodation communication*. Poster presented at the College Sport Research Institute Conference on College Sport, Columbia, SC.

Research Assistant

- SB 206 Community College Athlete Name, Image, and Likeness (NIL) Working Group. (Fall 2020) P.I.- Adam Cocco PhD
 - Data collection
- Sharp, L., Moorman, A., & Claussen, C. (2020). *Sports law – A managerial approach* (4th Ed.). Routledge. (Fall 2019-Fall 2020)
 - Chapter and instructional material editing/formatting

SERVICE

Professional

- Sport and Recreation Law Association Student Committee (September 2019-March 2020)
- Sport and Recreation Law Association Conference Local Planning Committee (September 2019-March 2020)

College

- College of Education and Human Development Standards and Admission Committee (August 2019-Current)
- Graduate Student Ambassador (August 2020-Current)

Department

- Health and Sport Science Department Student Engagement Committee (August 2019-December 2019)
- University of Louisville Sport Administration Association Advisor (August 2021-Current)

- Sport Administration Department Master's Admission Committee (September 2019-March 2020)

Community Service/Volunteer

- Food Pantry Volunteer, The Center for Lay Ministries (January 2021- July 2021)
- Writing Volunteer, Young Authors Greenhouse (September 2019-August 2020)
- Baseball Sport Broadcaster, ESPN+ (April 2019)
- Scorer, Judo American Cup Championship (September 2018)
- After School Program Support, Ross Community Center (January 2018- May- 2018)
- Food Delivery, Muncie Mission (November 2017)
- Head Coach, Legion Baseball (June 2016- August 2016)
- Head Coach, 5th and 6th Grade Basketball (November 2016- March 2017)
- Promotion Staff, MiLB- Vermont Lake Monsters (June-August: 2014 & 2015)
- Mentor, Castleton Elementary School (September-May: 2014, 2015, & 2016)

Membership

- Sport and Recreation Law Association (February 2020-Current)
- North American Society for the Sociology of Sport (November 2020-Current)
- Applied Sport Management Association (February 2021-Current)

Awards

- COSMA Chi Sigma Mu Honor Society (February 2021)
- Ball State Baseball Outstanding Service Award (May 2019)
- ISBC Graduate Student Showcase Poster Champion (April 2019)
- CSRI Graduate Student Case Study Champion (April 2018)

INDUSTRY EXPERIENCE

Ball State University, Varsity Baseball Team; Muncie, Indiana August 2017-May 2019
Director of Baseball Operations

- Assisted coaching staff in budgeting, recruiting, scouting, video, and game prep
- Coordinated all team travel logistics
- Helped coordinate marketing, preparation, and planning of prospect baseball camps

Ross Community Center; Muncie, Indiana

Sports Coordinator August 2018-July 2019

- Created strategic plan for sustainable sport programming (3, 5, and 10-year goals)
- Implemented sport programming for at-risk-youth (Basketball, baseball, soccer, and tennis)
- Coordinator of Little League program of over 200 children
- Summer Camp Co-Coordinator- Planned and implemented academic and sport programming for over 60 children

Sanford Mainers, NECBL; Sanford, Maine
Assistant Baseball Coach

June-August (2017 & 2018)

- Hitting and infield coach- Helped Division I college players hone their skills at a competitive level during the summer
- In-game management responsibilities, along with all pre- and post-game duties
- Assisted in Sanford Mainers Baseball Camp- Set up camp facility, scheduled daily-plans, recruited volunteers, and camper night at stadium
- 16 former Mainers have been selected in MLB amateur draft (2018 and 2019)

Bridgton Academy; North Bridgton, Maine
Institutional Advancement Intern

August 2016- June 2017

- Alumni development and admissions suite- Contacted alumni and potential donors and recruited prospective students
- Assistant baseball coach- Managed the infielders and hitters, assisted on strength and conditioning program
- Assistant basketball coach- Helped facilitate a variety of activities including practices, game-day set up, player development, and game management